

# District & Charter Evaluation Plan Review and Feedback Form for School Principal

District: \_\_\_\_\_

Reviewer: \_\_\_\_\_

Date: \_\_\_\_\_

As a result of the review, overall the District & Charter Evaluation Plan for School Principal:

- ☐ **Approved** – Full alignment
- ☐ **Partially Approved** – District’s identified action tasks will most likely lead to full alignment.
- ☐ **Needs Revision** – Additional action needed. See feedback from reviewers.

**IDAPA 121.01 Standards.** *Each district principal evaluation model shall be aligned to state minimum standards based on the Interstate School Leaders Licensure Consortium (ISLLC) standards and include proof of proficiency in conducting teacher evaluations using the state’s adopted model, the Charlotte Danielson Framework for Teaching Second Edition. Proof of proficiency in evaluating teacher performance shall be required of all individuals assigned the responsibility for appraising, observing or evaluating certificated personnel performance. Proof of proficiency in evaluating performance shall be demonstrated by passing a proficiency assessment approved by the State Department of Education as a onetime recertification requirement prior to September 1, 2018. Principal evaluation standards shall additionally address the following domains and components:*

**Domain 1 – School Climate:** School Culture; Communication; Advocacy

<input type="checkbox"/> Approved	<input type="checkbox"/> Partially Approved	<input type="checkbox"/> Needs Revision
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**Domain 2 – Collaborative Leadership:** Shared Leadership; Priority Management; Transparency; Leadership Renewal; Accountability

<input type="checkbox"/> Approved	<input type="checkbox"/> Partially Approved	<input type="checkbox"/> Needs Revision
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**Domain 3 – Instructional Leadership:** Innovation; Instructional Vision; High Expectations; Continuous Improvement of Instruction; Evaluation; Recruitment and Retention

<input type="checkbox"/> Approved	<input type="checkbox"/> Partially Approved	<input type="checkbox"/> Needs Revision
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Reviewers Feedback:

**IDAPA 121.02 Professional Practice.** *For evaluations conducted on or after July 1, 2014, all principals must receive an evaluation in which sixty-seven percent (67%) of the evaluation results are based on Professional Practice. All measures included within the Professional Practice portion of the evaluation must be aligned to the Domains and Components listed in Subsection 121.01.a through 121.01.c. District evaluation models shall also include at least one (1) of the following as a measure to inform the Professional Practice portion of all principal evaluations: Parent/guardian input, teacher input, student input, and/or portfolios.*

<input type="checkbox"/> Approved	<input type="checkbox"/> Partially Approved	<input type="checkbox"/> Needs Revision
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Reviewers Feedback:

**IDAPA 121.03 Student Achievement.** *For evaluations conducted on or after July 1, 2013, all certificated instructional employees, principals and superintendents must receive an evaluation in which at least thirty-three percent (33%) of the evaluation results are based on multiple objective measures of growth in student achievement as determined by the board of trustees and based upon research. For evaluations conducted on or after July 1, 2014, growth in student achievement as measured by Idaho's statewide assessment for Federal accountability purposes must be included. This portion of the evaluation may be calculated using current and/or past year's data and may use one (1) or multiple years of data. Growth in student achievement may be considered as an optional measure for all other school based and district based staff, as determined by the local board of trustees.*

<input type="checkbox"/> Approved	<input type="checkbox"/> Partially Approved	<input type="checkbox"/> Needs Revision
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Reviewers Feedback:

<b>IDAPA 121.04 Evaluation Policy – Content.</b> <i>For evaluations conducted on or after July 1, 2014, local school district policies will include, at a minimum, the following information:</i>																		
<table border="0"> <tr> <td>a. Purpose</td> <td>i. Remediation</td> </tr> <tr> <td>b. Evaluation Criteria</td> <td>j. Monitoring and Evaluation</td> </tr> <tr> <td>c. Evaluator</td> <td>k. Professional Development and Training</td> </tr> <tr> <td>d. Sources of Data</td> <td>l. Funding</td> </tr> <tr> <td>e. Procedure</td> <td>m. Collecting and Using Data</td> </tr> <tr> <td>f. Communication of Results</td> <td>n. Individualizing Principal Evaluation Rating System</td> </tr> <tr> <td>g. Personnel Actions</td> <td>o. A Plan for Including Stakeholders</td> </tr> <tr> <td>h. Appeal</td> <td></td> </tr> </table>			a. Purpose	i. Remediation	b. Evaluation Criteria	j. Monitoring and Evaluation	c. Evaluator	k. Professional Development and Training	d. Sources of Data	l. Funding	e. Procedure	m. Collecting and Using Data	f. Communication of Results	n. Individualizing Principal Evaluation Rating System	g. Personnel Actions	o. A Plan for Including Stakeholders	h. Appeal	
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<b>IDAPA 121.05 Evaluation Policy – Frequency of Evaluation.</b> <i>The evaluation policy should include a provision for evaluating all principals on a fair and consistent basis. All principals shall be evaluated at least once annually no later than May 1 of each year.</i>		
<input type="checkbox"/> Approved	<input type="checkbox"/> Partially Approved	<input type="checkbox"/> Needs Revision
Reviewers Feedback:		

**IDAPA 121.06 Evaluation Policy – Personnel Records.** *Permanent records of each principal evaluation will be maintained in the employee's personnel file. All evaluation records will be kept confidential within the parameters identified in federal and state regulations regarding the right to privacy (Section 33-518, Idaho Code). Local school districts shall report the rankings of individual certificated personnel evaluations to the State Department of Education annually for State and Federal reporting purposes. The State Department of Education shall ensure that the privacy of all certificated personnel is protected by not releasing statistical data of evaluation rankings in local school districts with fewer than five (5) teachers and by only reporting that information in the aggregate by local school district.*

<input type="checkbox"/> Approved	<input type="checkbox"/> Partially Approved	<input type="checkbox"/> Needs Revision
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Reviewers Feedback:

**IDAPA 121.07 Evaluation System Approval.** *Each school district board of trustees will develop and adopt policies principal performance evaluation in which criteria and procedures for the evaluation are research based and aligned with state standards. By July 1, 2014 an evaluation plan which incorporates all of the above elements shall be submitted to the State Department of Education for approval. Once approved, subsequent changes made in the evaluation system shall be resubmitted for approval.*

<input type="checkbox"/> Approved	<input type="checkbox"/> Partially Approved	<input type="checkbox"/> Needs Revision
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Reviewers Feedback: